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ABSTRACT

Salary trends of university faculty in 41 disciplines between 1991-92 and 1994-95 based on a survey of 223 public and 345 private institutions of higher education are summarized. The article lists the average salaries of all discipline averages by rank, including new assistant professor and the faculty mix percentage. Comarisons are also made using the Consumer Price Index (CPI) changes between the two study years. The figures given are based on a 9- or 10-month academic year salary of fulltime (teaching not less than 51 percent) faculty. The summary shows the overal average salary in public institutions for all disciplines and all ranks increased from $42,008 in 1991-92 to $45,850 in 1994-95, an increase of 9.1 percent (slightly more than the CPI increase of 8.8 percent). In private institutions the increase was from $41,830 to $46,308, an increae of 10.7 percent. The faculty mix percentage differences in the ranks of professor and assistant professor in all discipline averages for public institutions was 34.1 percent vs 30.0 percent in 1991-92 and 34.3 percent vs. 29.4 percent in 1994-95. For private institutions the faculty mix percentage for professor and assistant professor went from 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95). The hiring rate of new assistant professors in public institutions was 4.2 percent (1991-92) and 4.5 percent (1994-95); for private institutions the hiring rate was 4.4 percent for both years. Appendices list the disciplines surveyed and the institutions participating in both studies. (DB)

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SALARY-TREND STUDY OF FACULTY IN ALL DISCIPLINE AVERAGES IN THE NATIONAL CUPA SALARY-TREND SURVEYS OF 1991-92 AND 1994-95

By
Richard D. Howe

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SALARY-TREND STUDY OF FACULTY IN ALL DISCIPLINE AVERAGES IN THE NATIONAL CUPA SALARY-TREND SURVEYS OF 1991-92 AND 1994-95

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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines chosen from among those defined by A Classification of Instructional Programs (CIP), 1990.

This article summarizes the overall average salary increases of the 41 disciplines for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article also lists the average salaries of all discipline averages for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), and the FAC MIX PCT (faculty mix percentage). Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95). A total of almost 200,000 faculty members' salaries were included in the four studies: 129,644 from public institutions, and 69,792 from private institutions.

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.4 for associate professors in all discipline averages in the 1991-92 public study means that 28.4 percent of the faculty in all discipline averages held the rank of associate professor.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines in each of the four studies.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ALL DISCIPLINE AVERAGE																		
PUBLIC 1991-92: MAJOR FIELD: All Discipline Average																		
AVERAGE SALARY:	52287	22182	223	41655	18502	223	34645	19555	223	34091	2739	199	26184	4897	203	42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: ALL DISCIPLINE AVERAGE																		
PUBLIC, 1994-95: MAJOR FIELD: All Discipline Average																		
AVERAGE SALARY:	57085	22149	223	45274	18740	223	37623	18958	223	35528	2910	213	28245	4661	197	45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: ALL DISCIPLINE AVERAGE																		
PRIVATE, 1991-92: MAJOR FIELD: All Discipline Average																		
AVERAGE SALARY:	53271	10972	337	40828	10319	339	33952	11061	337	32431	1526	277	27392	1943	289	41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: ALL DISCIPLINE AVERAGE																		
PRIVATE, 1994-95: MAJOR FIELD: All Discipline Average																		
AVERAGE SALARY:	59153	11524	340	44902	11058	342	37038	11168	339	34890	1577	289	29737	1747	265	46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the CPI increase over this time period of 8.8 percent, all discipline averages increased their salaries .3 percent (9.1% minus 8.8% equals .3%).

The FAC MIX PCT differences in the ranks of professor and assistant professor in all discipline averages are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in all discipline averages in the 1991-92 public study was 4.2 percent (2,739/65,136) and in 1994-95, it was 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison with the CPI increase over this time period of 8.8 percent, all discipline averages increased their salaries 1.9 percent (10.7% minus 8.8% equals 1.9%).

The FAC MIX PCT differences in the ranks of professor and assistant professor in all discipline averages for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate of new assistant professors in all discipline averages in the 1991-92 private study was 4.4 percent (1,526/34,295) and in the 1994-95 private study it was also 4.4 percent (1,577/35,497).

CONCLUSION

Compared to the CPI, the public institutions had an average annual salary increase of .1 percent each year above the cost-of-living. The private institutions had an annual average salary increase of .6 percent each year above the cost-of-living.

In three of the four studies the percentages of faculty at the professor rank were higher than in the assistant professor rank. In both the public studies the percentages of professor were ranked higher than at the assistant professor rank: 34.1 percent vs. 30.0 percent (1991-92), and 34.3 percent vs. 29.4 percent (1994-95). In the private 1991-92 study the percentage of faculty at the professor rank was lower than in the assistant professor rank: 32.0 percent vs. 32.3 percent. However, in the private 1994-95 study the percentage of faculty at the professor rank was higher compared to those in the assistant professor rank: 32.5 percent vs. 31.5 percent.

The percentage of faculty with the rank of professor increased over the three-year period in both the public and private institutions. For the public institutions the increase was .2 percent over the three-year period (34.3% minus 34.1% equals .2%). For the private institutions the increase was .5 percent over the three-year period (32.5% minus 32.0% equals .5%) for the percentage of faculty with the rank of professor.

The hiring rate for new assistant professors was lower in the public study than the private study for the year 1991-92: 4.2 percent vs. 4.4 percent. However, the hiring rate for new assistant professors was higher in the public study than the private study for the year 1994-95: 4.5 percent vs. 4.4 percent. The hiring rate for new assistant professors for the public institutions increased over the three-year period by .3 percent (4.5% minus 4.2% equals .3%). However, the hiring rate for new assistant professors for the private

institutions remained the same over the three-year period: 4.4 percent vs. 4.4 percent.

Public institutions had a higher percentage of faculty at the instructor rank than the private institutions. For the 1991-92 study the public institutions had 7.5 percent at the instructor rank compared to the private institutions 5.7 percent. For the 1994-95 study the public institutions had 7.2 percent at the instructor rank compared to the private institutions 4.9 percent.

It is interesting to note that the public institutions are becoming more "top-heavy" regarding the percentage of faculty at the professor rank compared to other ranks. The private institutions are more evenly distributed regarding the percentages of faculty at the professor rank compared to other ranks.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 7
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 8
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 11

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/
SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND
MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND
ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING
MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING
AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

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Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

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Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

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APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

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Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwynedd-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

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Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

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Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

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